

Integrating Two Leadership Teams

CLIENT

Global Organisation

FOCUS

Leadership Alignment | Cultural Transformation

FORMAT

In-person | Leadership Team | Team Integration | Global

Our Starting Point...

How do we integrate two leadership teams with different cultures, communication styles and ways of working to create a more aligned, trusting and high-performing 'one team' environment?

CLIENT VOICE

"Fun and engaging moderation exercises created clarity without unnecessary tension."

"We were able to address important challenges through openness, transparency and candid communication."

We'd love to explore how this approach could support your organisation's strategic priorities. Contact us to start the conversation.

The Challenge

Two leadership teams needed support to strengthen relationships, align expectations and develop a more unified leadership approach following organisational change and evolving team dynamics.

The challenge was to:

- Build trust and stronger relationships between both teams
- Create greater alignment around vision, priorities and leadership approach
- Improve communication and transparency across teams
- Develop a stronger sense of shared ownership and accountability
- Create the foundations for a more connected and high-performing culture

The Solution

Working closely with senior leaders from both teams, we co-created an immersive team integration experience focused on strengthening trust, increasing understanding and building a shared team identity.

The programme was designed to:

- Create safe space for honest dialogue and difficult conversations
- Build empathy and understanding across different team cultures and styles
- Use reflection and facilitated discussion to strengthen alignment and trust
- Develop shared commitments and practical actions for ongoing collaboration

The Architecture

Cohort Design

- Two interconnected leadership teams
- Leadership and stakeholder involvement
- 2.5-day immersive face-to-face workshop

Core Components

- Discovery interviews
- Personality assessments
- Facilitated team integration workshop
- Shared vision and identity development
- Action planning and commitments
- Ongoing team coaching support

The Impact

Measured Shifts

- 100% of participants reported stronger trust and connectedness
- 100% would recommend the experience to colleagues
- Strong engagement and participation across both leadership teams

Behavioural Shifts

- Greater trust and openness across team
- More honest and constructive conversations
- Stronger collaboration and shared ownership
- Increased alignment around vision and leadership approach

The Result

- Shared 'one team' vision and identity established
- Greater alignment across leadership expectations and ways of working
- Stronger foundations for collaboration and high performance
- Increased confidence and momentum moving forward together

